

June 07, 2019

Chuck Browning
Director UAW Region 1A
9650 Telegraph Road
Taylor, MI 48180

Re: WARN ACT Notice

Dear Mr. Browning

Please be advised that Lear Corporation is furnishing notification under the Worker Adjustment and Notification Act of its intent to cease production and permanently close its facility located at 26575 Northline Road, Taylor, Michigan 48180 (the "Taylor Plant").

Lear anticipates that the permanent closure of the Taylor Plant will affect the entire facility and will occur on approximately October 21, 2019. The employee separations, all of which will be permanent, will commence on August 12, 2019, followed by additional separations on approximately August 26, September 9, September 23, October 7, and October 21, 2019. Lear designates each of the dates in the preceding sentence as the first of a 14-day window period for the scheduled employee separations and the plant closure to occur. The separation of certain Maintenance employees and one Union representative will occur after October 21, 2019 on a date to be determined. Any employee on a leave of absence or temporary layoff who is not converted to permanent layoff before the plant closing will be converted to permanent layoff on the date the plant closes, *i.e.*, October 21, 2019.

By copy of this letter, the following have also been given notice of the layoffs:

Charlie Kincaid
President UAW Local 174
15140 Livernois
Detroit, Michigan 48238

Shannon Conry
Servicing Representative UAW Local 174
15140 Livernois
Detroit, Michigan 48238

Robert French
Chairperson UAW Local 174
26575 Northline Road
Taylor, Michigan 48180

Krista Johnson
WIOA Title I Section Manager
Workforce Development Agency, State of Michigan
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913
Fax: 517- 373-7794



Honorable Rick Sollars, Mayor
23555 Goddard Road
Taylor, MI 48180

The copy of this notice that is sent to the union officials identified above includes a list of affected positions in the bargaining unit by job title and the names of the bargaining unit employees currently holding the affected jobs (Attachment A). The copy of this notice that is sent to the Workforce Development Agency and Mayor Sollars includes a list of affected positions by job title and statement of the number of employees in each classification (Attachment B). In accordance with the collective bargaining agreement between Lear and the UAW and its Local 174, "bumping rights" exist for bargaining unit employees. With respect to the Taylor Plant non-bargaining unit employees receiving this notice, (1) no "bumping rights" exist, and (2) included with the employee's notice is the first of a 14-day window period for the employee's separation.

If you need additional information, please contact me at (734) 946-9325.

Sincerely,

A handwritten signature in black ink that reads "Lisa M Underwood". The signature is written in a cursive style with a large, stylized "L" and "M".

Lisa Underwood
Human Resources Manager

cc: All non-bargaining unit employees

ATTACHMENT B	
Job Classification	# of Affected Employees
Operator	38
Quality Technician	6
Die Setter	5
Material Handler	5
Shipping & Receiving	5
Custodian	1
Tooling Technician	3
Maintenance Technician	3
Preventative Maintenance Technician	1
Process Technician	2
Quality Supervisor	1
Warehouse Supervisor	1
Accounting Coordinator	1
IT Manager	1
Layout Technician	1
Maintenance Supervisor	1
Maintenance Manager	1